

Workforce Strategic goal: ASPHO will identify and advocate for integrative solutions responding to changing workforce dynamics.

Purpose: Our goal is to define a more comprehensive, high-level strategy to guide ASPHO's focus on the current and future state of the Pediatric Hematology/Oncology workforce, to identify and advocate for integrative solutions responding to changing workforce dynamics.

Strategies/Objectives:

1. Outreach to engage residents and medical students to highlight the profession
 - a. Develop strategy to further attract residents/medical students into the profession and into the Society to build strong ties.
 - Support Diversity SIG's outreach to residents/medical students at local PHO programs during ASPHO Annual Conference
 - Potential development of programming for residents/medical students and trainees at the ASPHO Annual Conference (Training Committee)
 - Promote the reauthorization of the Pediatric Subspecialty Loan Repayment Program providing relief for loan debt
 - b. Continue to monitor outcomes of the Fellowship Match through NRMP, and further assess trends in applicants to PHO fellowship programs.
 - c. Bylaws task force to consider membership category for residents/medical students
2. Increase our understanding of the current PHO workforce landscape via comprehensive collection, assessment and reporting of workforce data.
 - a. Produce PHO Compensation and Benefits Survey (2020; every 5 years)
 - b. Conduct workforce specific surveys
 - i. Workforce Survey, distributed to Division Directors (2021; every 2-3 years):
 - Gathers broad data to understand trends and inform current and future professionals (including APPs) of the current state and future of the PHO workforce.
 - ii. Employment of Graduating Fellows Survey, distributed to Program Directors (2021 annually):
 - Gathers data on positions taken by graduating fellows from pediatric hematology/oncology training programs, helping to identify career paths, educational paths (i.e., 4th and 5th year fellowships) and career trajectories of PHO fellowship graduates.
 - iii. Third Year Fellow Survey (2021; every 2 years), identifies job market perspectives of graduating fellows:
 - Gathers data on the expectations and experiences of those searching for positions post-fellowship.

- c. Review published data and reports from reliable sources (ABP, AMA, NRMP, APHON etc.)
 - d. Produce and distribute white paper on findings from workforce surveys incorporating other source data
3. Provide education/programs on career opportunities and development;
- a. Mentor training
 - b. Job negotiation training
 - c. Showcase of varying types of PHO programs represented by ASPHO membership
 - d. Continue career path highlight series conducted (Training Committee)
 - e. Maintain Post-PHO Fellowship Program Directory on www.aspho.org
4. Collaborate with external partners to enhance understanding and create opportunities for the pediatric workforce
- a. Continue involvement in workforce activities through the Council of Pediatric Subspecialties (CoPS) via CoPS liaison (Training Committee)
 - b. Review and assess workforce studies being conducted in hematology by American Society of Hematology (ASH) via Practice and Training Committee liaisons to ASH
 - c. Continue to monitor related external organizations for opportunities to collaborate on workforce related initiatives and discussions (e.g., APHON, AAP, ABP, Society for Hospital Medicine (SHM))
 - d. Share data with other organizations; spread the word, call for action (advocacy)